



## GENDER PAY REPORTING 2025



# WHAT IS THE GENDER PAY GAP?

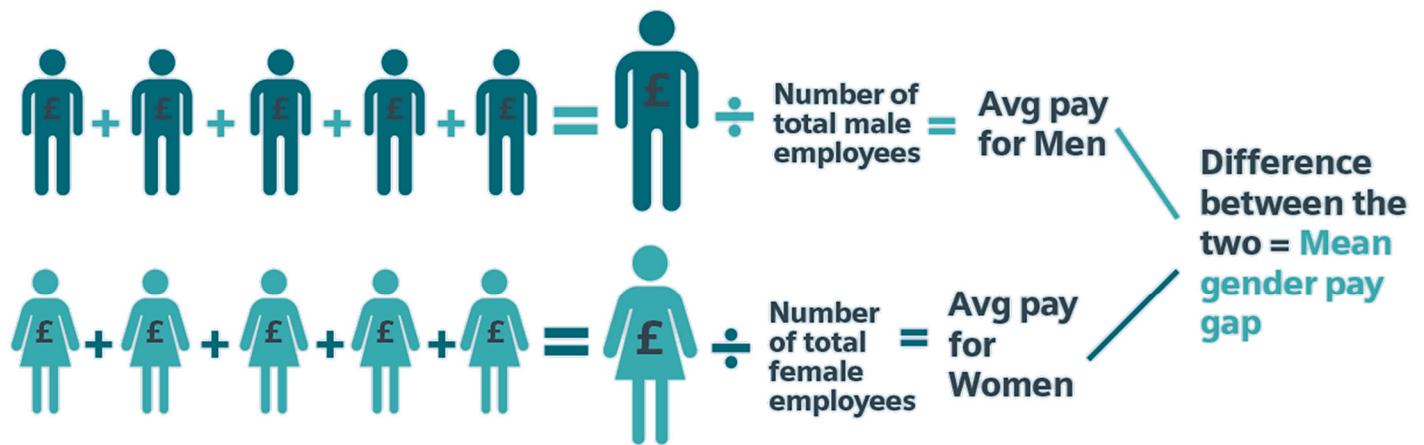
From April 2017, all organisations that employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the differences in the average earnings of men and women over a standard time period, regardless of their role seniority.

Gender Pay is different to equal pay which refers to men and women receiving the same pay for the same or comparable roles.

Gender pay looks at 6 calculations, 4 of which looks at mean and medium average. See below for more detail on how these are calculated

## MEAN

The **mean** gender pay gap is the difference in the average hourly pay for women compared to men.

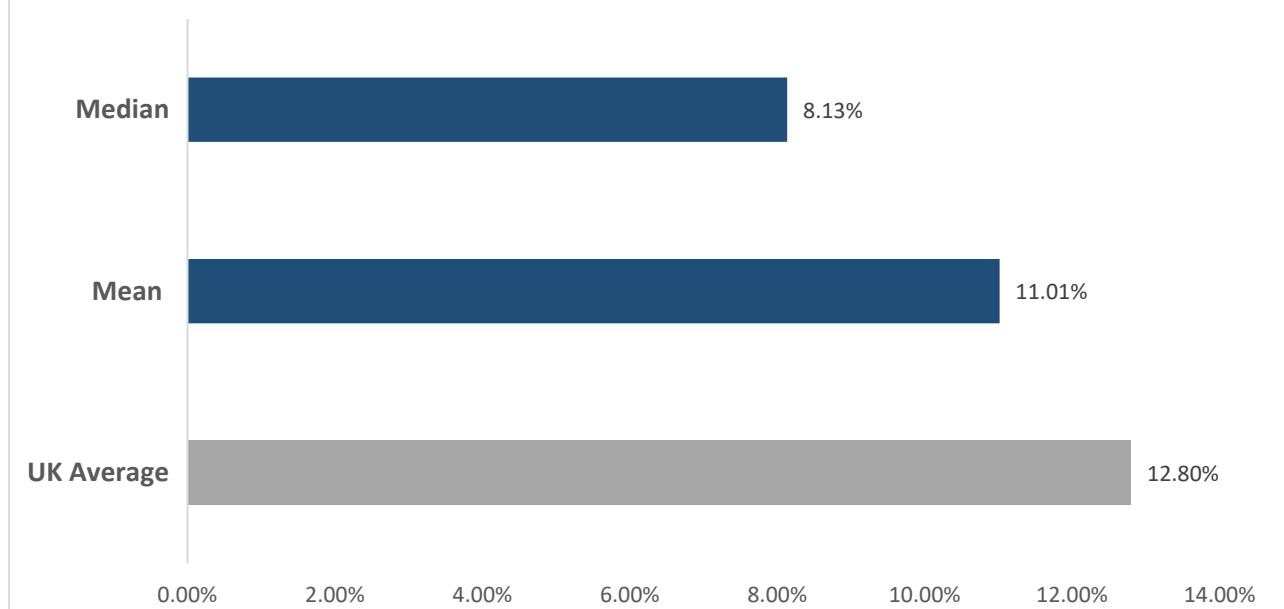


## MEDIAN

The **median** is the midpoint when you separately line up women's pay low to high, and the same for men. The median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.

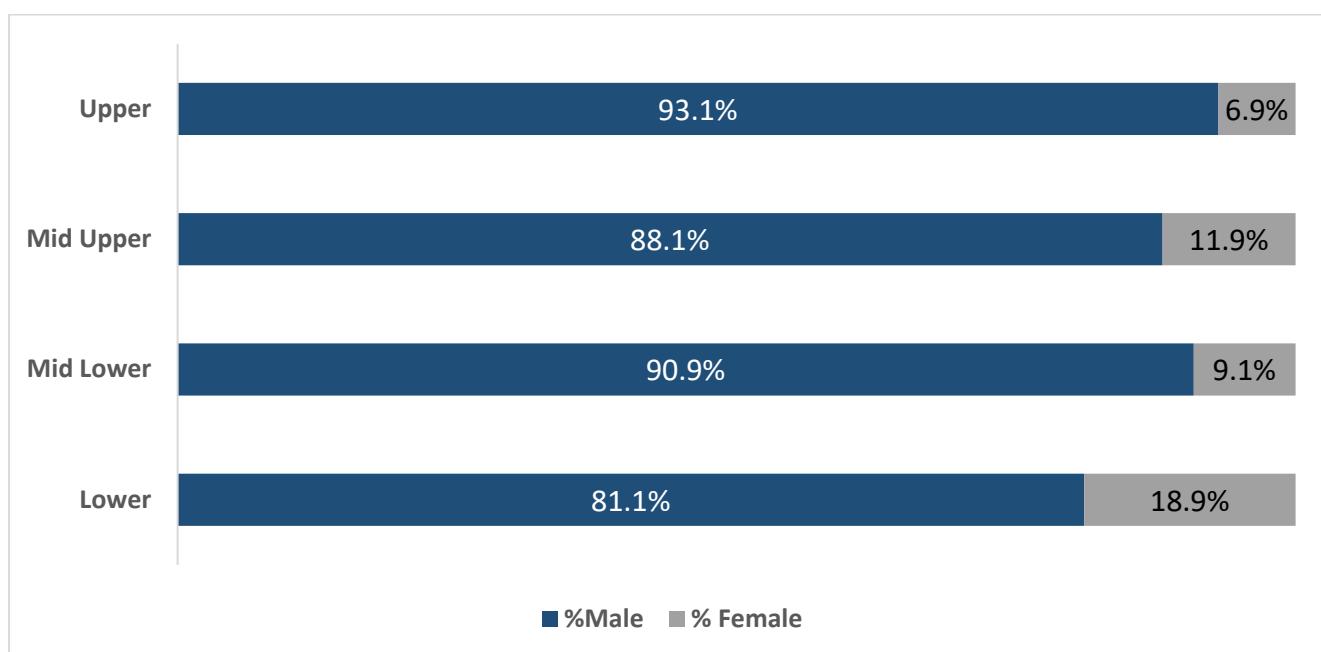


## GENDER PAY GAP RESULTS: Difference between Male & Female Employees



## PAY QUARTILES ACROSS UK WORKFORCE

Quartiles represent the distribution of men and women in four equal groups from lowest to highest pay. The proportion of men and women falling into each quartile is shown below.

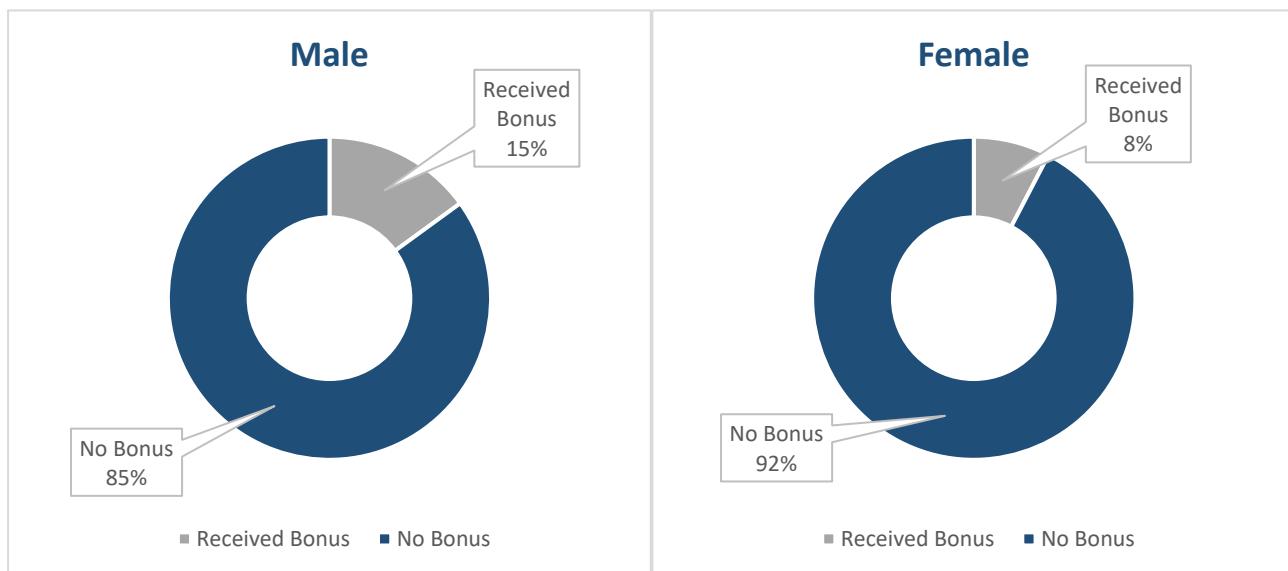


# GENDER PAY BONUS GAP:

## Difference between Male & Female Employees

	Mean	Median
Bonus Gap	40.17% (Female Higher)	150.00% (Female Higher)

## PROPORTION OF EMPLOYEES RECEIVING BONUS



# OUR GENDER PAY GAP RESULTS

The results of Gestamp Tallent Limited's Gender Pay Report for 2025 are mainly guided by the relatively low proportion of female employees seen within its workforce, which was around 12% during the reporting period. This is consistent with the gender distribution seen in applicant pools and across UK technical and engineering roles, particularly within engineering, welding, and pressing functions.

Gestamp Tallent Limited continues to actively promote applications from women seeking engineering positions by working with UTCs and various other educational institutions. Gestamp Tallent Limited encourages programmes like "women in engineering" and "engineering days" to increase awareness of engineering vocations and promote opportunities in the industry for women. The company also regularly attends careers events to help promote opportunities in engineering and the automotive industry to all students.

For 2025 Gestamp Tallent Limited's Gender Pay results shows a mean gender pay gap of 11.01%. The difference being largely due to organisational restructuring before the snapshot period. These changes to the workforce structure affected the 4<sup>th</sup> quartile, which has many male employees, leading to an increase in average male salary.

About 80% of the employees of Gestamp Tallent Limited are subject to a pay grade system that was decided upon jointly with our trade union partners. This means the wages paid to both men and women are equal. The pay of other roles is decided using current market rates. In order to assure objective assessment for employment and advancements within our business, Gestamp Tallent Limited uses occupational ability assessments from market-leading firms in all of our recruitment efforts in order to remain objective.

## Declaration

I can confirm the gender pay gap data contained in this report is accurate.



Mark Pearson, UK HR Manager

